

A Corporate Website to Monitor Health and Safety at a Large Manufacturing Company

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**Epidemiology
Healthcare Management
Ford Motor Company**

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Rationale for Website

● Large, Global Enterprise

- ➔ Manufacturing in 24 Countries
- ➔ 155 Manufacturing Locations
- ➔ 357,000 Employees Worldwide

● Needed Worldwide Health & Safety Metrics

- ➔ Historical source was a Quarterly Report published three (3) months after the quarter ended
- ➔ Limited views of this data

Status of Website

● Launched in U.S. in 1998

- ➔ 60 Manufacturing Locations
- ➔ 120,000 Manufacturing Employees (Hourly and Salary)
- ➔ Updated Quarterly

● Expanded Worldwide in January 2000

- ➔ 105 Manufacturing Locations
- ➔ 190,000 Manufacturing Employees (Hourly and Salary)
- ➔ Updated Monthly
 - ➔ In U.S. updating is done using Ford's Electronic Plant-based Medical Record and Health Data Analysis System
 - ➔ Outside the U.S. updating is being done using Web screen entry by each plant

Initial Selection Screen for OHS Data

Plant-Level Absence and Injury/Illness Data (PLAID) Web Page

Bookmarks Location: http://www.plaid.ford.com/asp/plant_level_search/plant_search_frame.asp

hcm plant-level absence injury/illness data

Make your Selections to see Data for a Specific Plant

1
Select

Data Type
Occupational Health & Safety

2
Select

Geographic Comparison

☐ Region
ALL
Africa
Asia

☒ Country
ALL
Argentina
Australia

3
Select

Organizational Comparison

☐ Organization
ALL Major Organizations
AAI
Corporate


☒ Division/Operation
ALL Division/Operations
AAI
Assembly

☐ Special Unit
ALL Special Units
CBG - NA - Car
CBG - PD

(To make multiple selections press & hold the 'Ctrl' key and click the mouse button)

4
Select

Plant
[Empty dropdown menu]

 **SHOW me DATA**





Initial Selection Screen for OHS Data

Selection Process for the Plant of Interest and for Selection of Comparison Plants


Bookmarks Location: http://www.plaid.ford.com/asp/plant_level_search/plant_search_frame.asp

hcm plant-level absence injury/illness data

Make your Selections to see Data for a Specific Plant

- 1** Select
Data Type
Occupational Health & Safety  **Select Metrics**
- 2** Select
Geographic Comparison
☐ Region
ALL
Africa
Asia
☒ Country
USA
Unknown
Venezuela  **Select Region/Country**
- 3** Select
Organizational Comparison
☐ Organization
ALL Major Organizations
AAI
Corporate
☒ Division/Operation
Stamping
Transmission
Transmission  **Select Comparison Plants**
☐ Special Unit
ALL Special Units
CBG - PD
- 4** Select
Plant
Buffalo Stamping - MS01A  **Select Plant of Interest**

(To make multiple selections press & hold the 'Ctrl' key and click the mouse button)

 **SHOW me DATA**

PLAID Home | [HCM Home](#) | [HR Online](#)

Initial Selection Screen for OHS Data

Display Data

Bookmarks Location: http://www.plaid.ford.com/asp/plant_level_search/plant_search_frame.asp

hcm plant-level absence injury/illness data

Make your Selections to see Data for a Specific Plant

1 Data Type
Select: Occupational Health & Safety

2 Geographic Comparison
Select: ☐ Region ☒ Country
Region: ALL, Africa, Asia
Country: USA, Unknown, Venezuela

3 Organizational Comparison
Select: ☐ Organization ☒ Division/Operation ☐ Special Unit
Organization: ALL Major Organizations, AAI, Corporate
Division/Operation: Stamping, Transmission, Transmission
Special Unit: ALL Special Units, CBG - NA - Car, CBG - PD

(To make multiple selections press & hold the 'Ctrl' key and click the mouse button)

4 Plant
Select: Buffalo Stamping - MS01A

Display Data

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Health and Safety Metrics for Buffalo Stamping Compared to All Other U.S. Stamping Plants

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[by pareto chart](#)

[by quad chart](#)

[DEPARTMENT LEVEL RATES](#)

[ABOUT THE DATA](#)

KEY

■ Mfg Unit Min/Max
▼ Plant Data
□ Mfg Unit Median

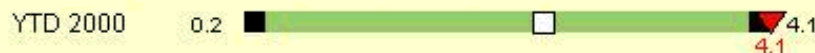
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occupational health & safety

Buffalo Stamping • 2000 YTD August

HISTORY

Lost Time Case Rate (Visit per 200,000 hours)



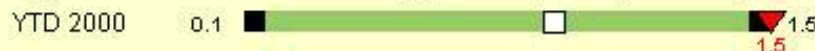
[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Severity Rate (Days Away per 200,000 Hours)



[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Ergonomic Lost Time Case Rate (Ergo Visits per 200,000 Hours)



[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Ergonomic Severity Rate (Ergo Days Away per 200,000 Hours)

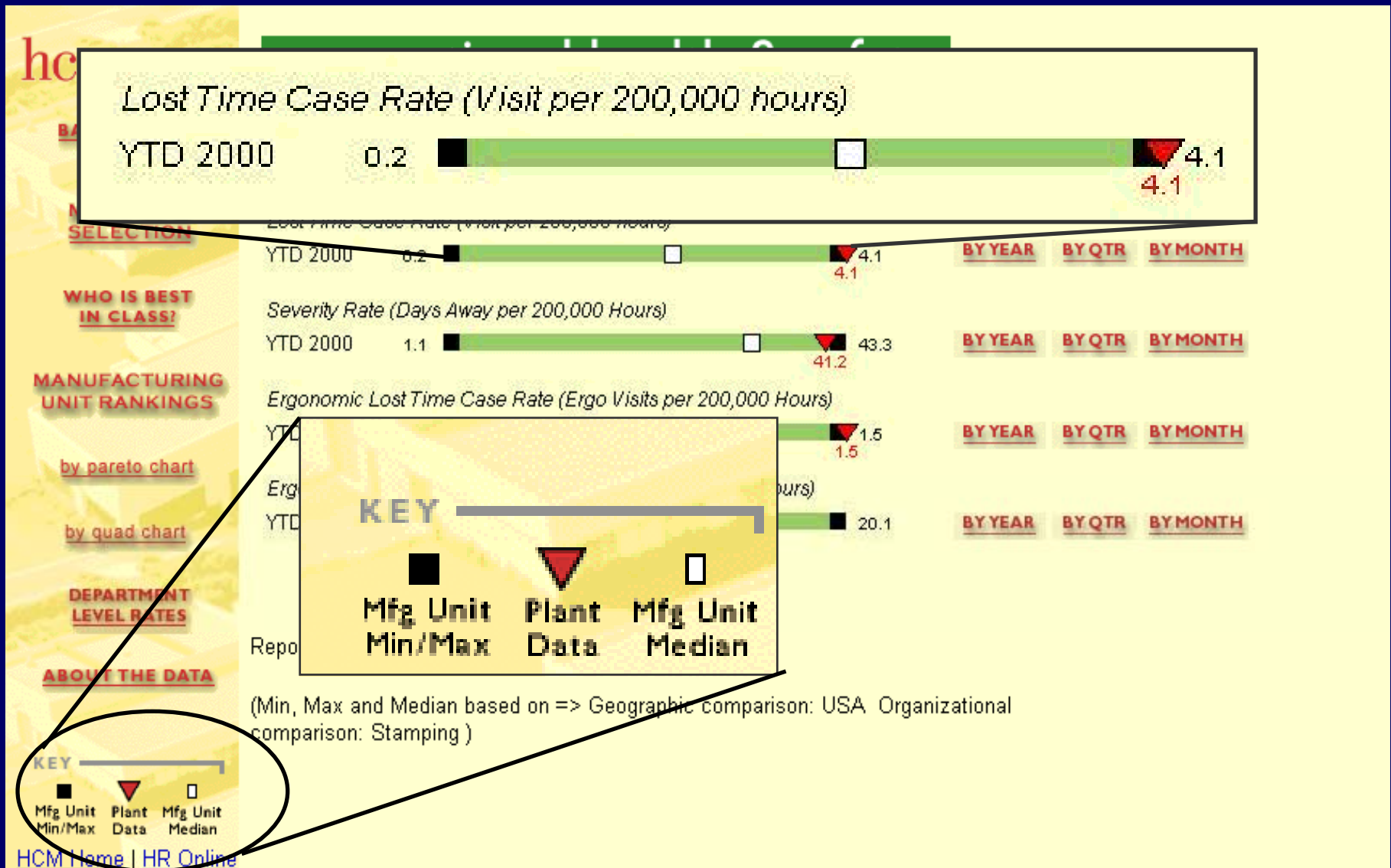


[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

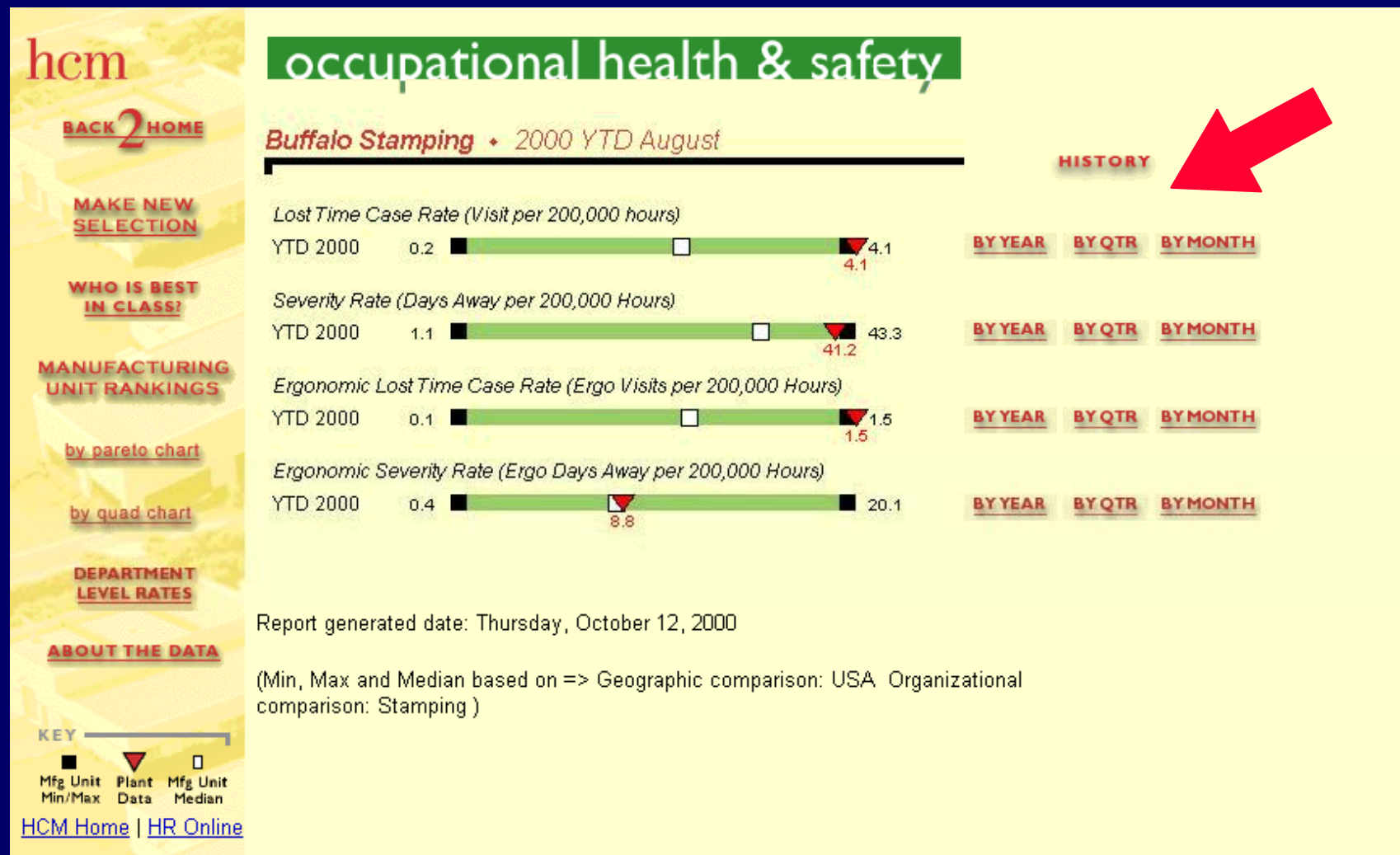
Report generated date: Thursday, October 12, 2000

(Min, Max and Median based on => Geographic comparison: USA Organizational comparison: Stamping)

The Display of the Health and Safety Metrics



- Initial Screen Displays Current Month
- “History” Displays Rates by Prior Years, Quarters or Months
- “About the Data” Presents Definitions and Sources of Data



“History” Displays Rates for Prior Years, Quarters or Months

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KEY

■ Mfg Unit
Min/Max



Plant
Data

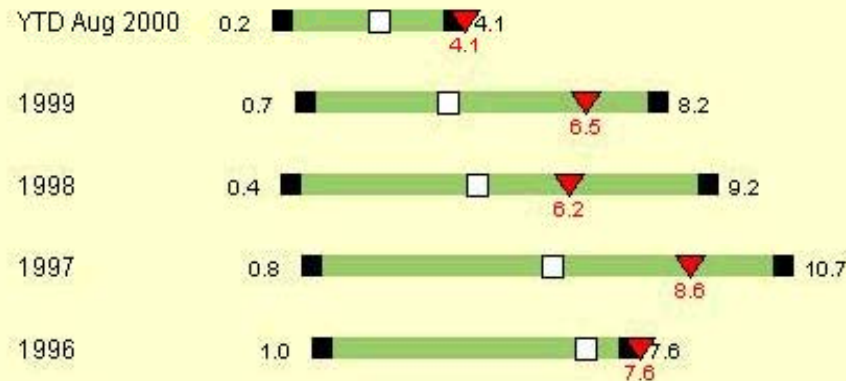


Mfg Unit
Median

occupational health & safety

Buffalo Stamping

Lost Time Case Rate (Visits per 200,000 Hours)



Report generated date: Thursday, October 12, 2000

(Min, Max and Median based on => Geographic comparison: USA Organizational comparison: Stamping)

- Selection for Pareto Charts
- Selection for Quad Charts

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[ABOUT THE DATA](#)

KEY

■ Mfg Unit
▼ Plant
□ Mfg Unit
Min/Max Data Median

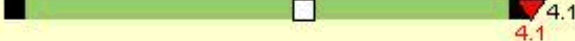
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occupational health & safety

Buffalo Stamping • 2000 YTD August

[HISTORY](#)

Lost Time Case Rate (Visit per 200,000 hours)

YTD 2000 0.2  4.1
4.1


[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Severity Rate (Days Away per 200,000 Hours)

YTD 2000 1.1  43.3
41.2

[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Ergonomics Lost Time Case Rate (Ergo Visits per 200,000 Hours)

YTD 2000 0.1  1.5
1.5

[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Ergonomics Severity Rate (Ergo Days Away per 200,000 Hours)

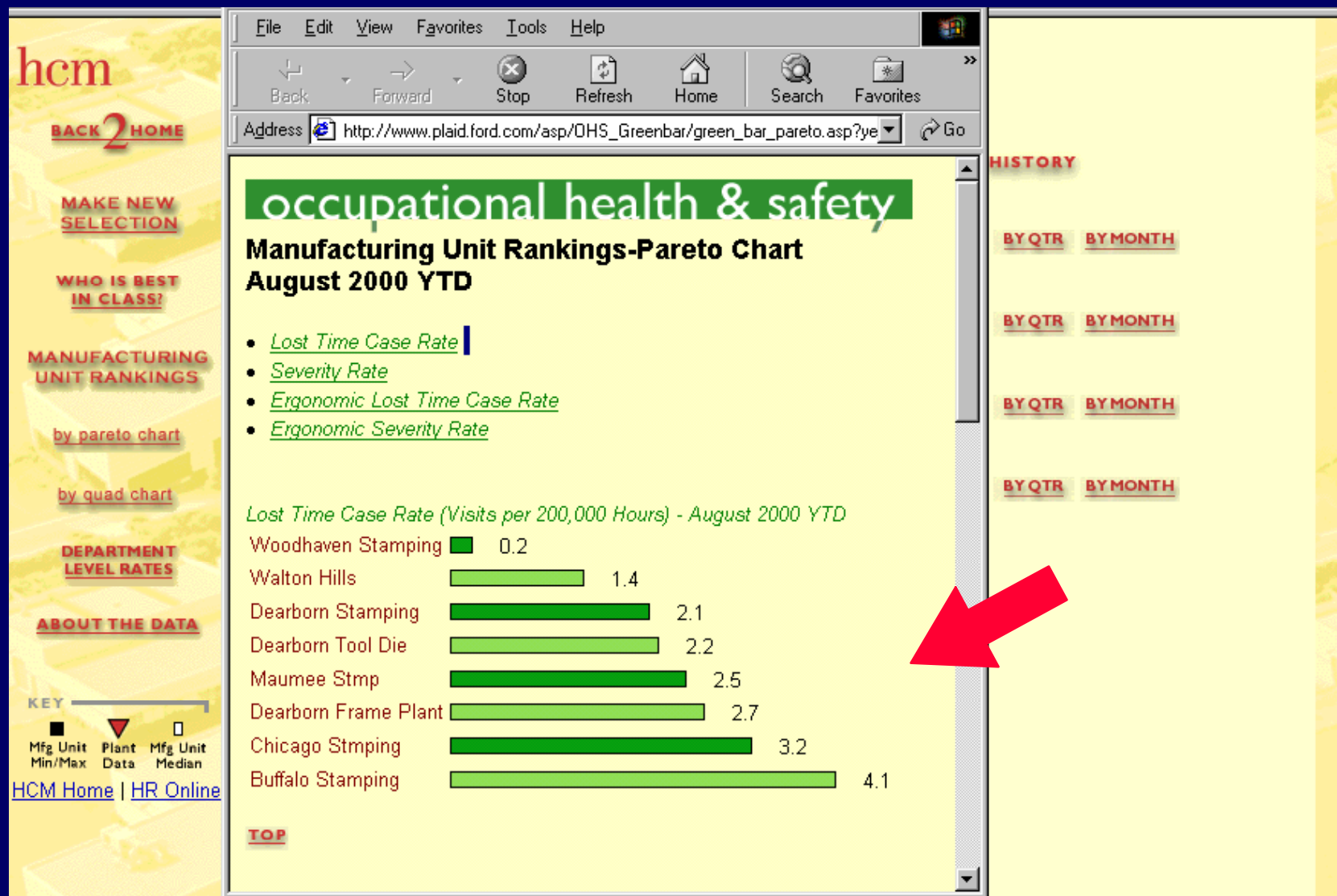
YTD 2000 0.4  20.1
8.8

[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Report generated date: Thursday, October 12, 2000

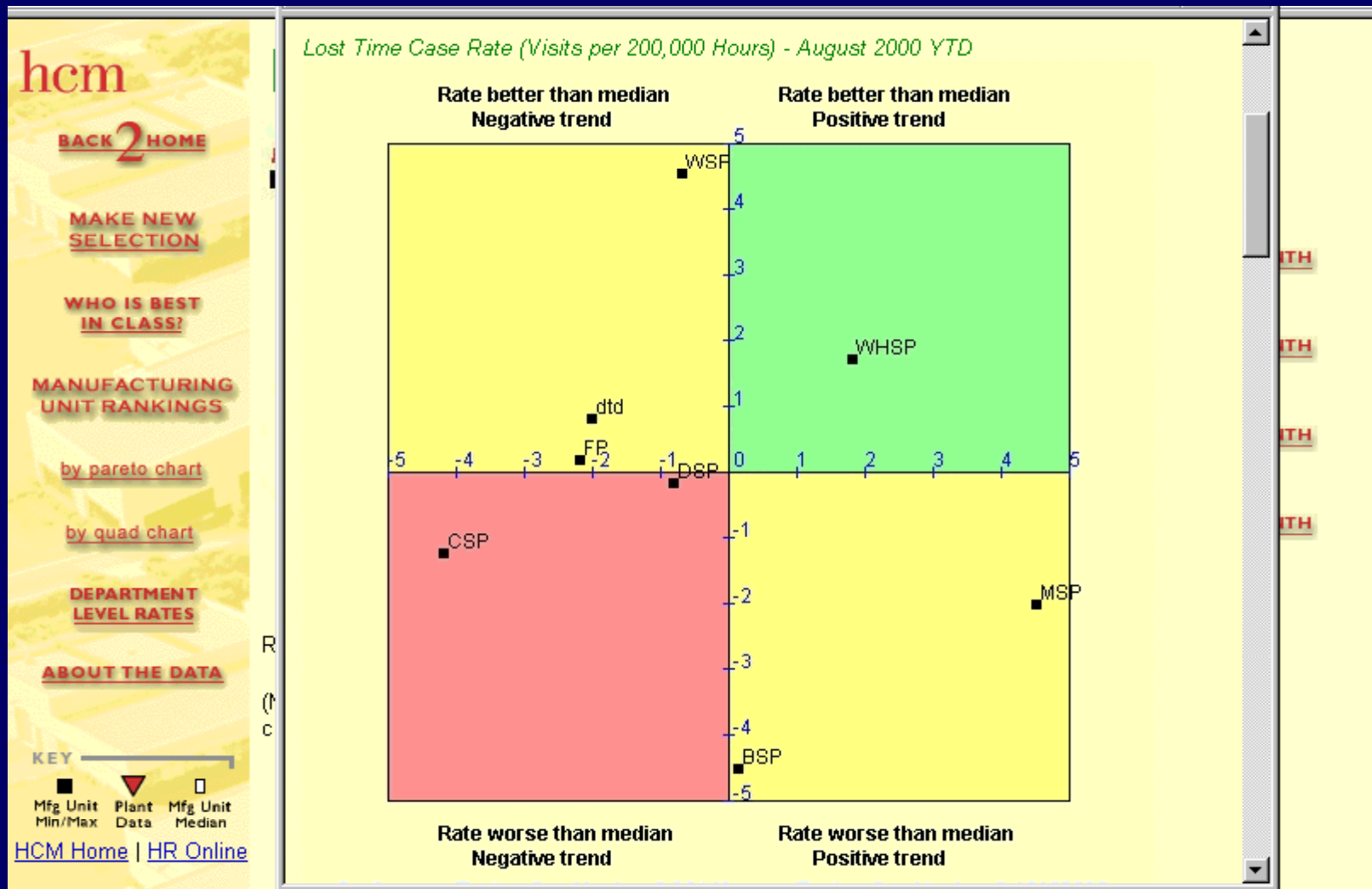
(Min, Max and Median based on => Geographic comparison: USA Organizational comparison: Stamping)

This is the Pop-Up Window for the Pareto Charts for All Plants in the “Manufacturing Unit”



This is the Pop-Up Window for the Quad Charts Including All Plants in the “Manufacturing Unit”

It Displays the Plants in the Manufacturing Unit by Rate and Trends Averaged by Prior 6 Months



Initial Selection Screen for Hourly Absence Data

hcm plant-level absence injury/illness data

Make your Selections to see Data for a Specific Plant

1
Select

Data Type

Occupational Health & Safety
Occupational Health & Safety
Hourly Absenteeism
Direct Costs of Absenteeism
Lifestyle Health Issues

2
Select

Country

ALL
Argentina
Australia

3
Select

Organizational Comparison

☐ **Organization**

ALL Major Organizations
AAI
Corporate

☒ **Division/Operation**

ALL Division/Operations
AAI
Assembly

☐ **Special Unit**


ALL Special Units
CBG - NA - Car
CBG - PD


(To make multiple selections press & hold the 'Ctrl' key and click the mouse button)

4
Select

Plant

Buffalo Stamping - MS01A



 **SHOW *me* DATA**

Initial Data Screen for Absence Data

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[ABOUT THE DATA](#)

KEY

■ Mfg Unit Min/Max
▼ Plant Data
□ Mfg Unit Median

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hourly absenteeism

Buffalo Stamping • August 2000

HISTORY

Medical Absence as Percent of Workforce



[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

Occupational NWA as Percent of Workforce



[BY YEAR](#) [BY MONTH](#)

Non-Occupational NWA as Percent of Workforce



[BY YEAR](#) [BY MONTH](#)

Restricted at Work as Percent of Workforce



[BY YEAR](#) [BY MONTH](#)

Report generated date: Thursday, October 12, 2000

(Min, Max and Median based on => Geographic comparison: USA Organizational comparison: Stamping)

Direct Cost of Absenteeism Metrics

hcm plant-level absence injury/illness data

Make your Selections to see Data for a Specific Plant

1
Select

Data Type

Hourly Absenteeism
Occupational Health & Safety
Hourly Absenteeism
Direct Costs of Absenteeism
Lifestyle Health Issues

2
Select

☒ **Country**

ALL
Argentina
Australia

3
Select

Organizational Comparison

☐ **Organization**

ALL Major Organizations
AAI
Corporate

☒ **Division/Operation**

ALL Division/Operations
AAI
Assembly

☐ **Special Unit**

ALL Special Units
CBG - NA - Car
CBG - PD

(To make multiple selections press & hold the 'Ctrl' key and click the mouse button)

4
Select

Plant

Buffalo Stamping - MS01A



SHOW *me* DATA

Initial Data Display Screen for Absence Costs

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WHO IS BEST IN CLASS?

MANUFACTURING UNIT RANKINGS

by pareto chart

ABOUT THE DATA

direct costs of absenteeism

Buffalo Stamping • 2000 August

Workers' Compensation Costs(in dollars)

| | <u>Charge to Budget</u> | <u>Costs per Hours Worked</u> | <u>Claim-Related Expenses</u> | <u>BY YEAR</u> | <u>BY QTR</u> | <u>BY MONTH</u> |
|----------|-------------------------|-------------------------------|-------------------------------|----------------|---------------|-----------------|
| YTD 2000 | \$1,205,911 | \$0.44 | \$1,936,820 | | | |

Disability Costs Of NWA Claims

| | <u>Number of A&S, EDB Claims*</u> | <u>Claim-Related Expenses</u> | <u>BY YEAR</u> | <u>BY QTR</u> | <u>BY MONTH</u> |
|----------|---------------------------------------|-------------------------------|----------------|---------------|-----------------|
| Aug 2000 | 11 | \$17,431 | | | |

Hourly Fringe Costs For Medical Absences

| | <u>Days (Hours) of Absence</u> | <u>Fringe Costs</u> | <u>BY YEAR</u> | <u>BY QTR</u> | <u>BY MONTH</u> |
|----------|--------------------------------|---------------------|----------------|---------------|-----------------|
| Aug 2000 | 1,176 (9,408) | \$80,062 | | | |

**Number of Accident & Sickness, Extended Disability Claims for August 2000*

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Initial Data Display Screen for Absence Costs

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direct costs of absenteeism

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Workers' Compensation Costs(in dollars)

| | Charge to Budget | Costs per Hours Worked | Claim-Related Expenses |
|----------|----------------------------------|--|--|
| YTD 2000 | \$1,205,911 | \$0.44 | \$1,936,820 |

Workers' Compensation Costs(in dollars)

| | Charge to Budget | Costs per Hours Worked | Claim-Related Expenses |
|----------|----------------------------------|--|--|
| YTD 2000 | \$1,205,911 | \$0.44 | \$1,936,820 |

[BY YEAR](#) [BY QTR](#) [BY MONTH](#)

| | Days (Hours) of Absence | Fringe Costs |
|----------|---|------------------------------|
| Aug 2000 | 1,176 (9,408) | \$80,062 |

**Number of Accident & Sickness, Extended Disability Claims for August 2000*

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Impact of the Ford OHS Website

- **Supports Ford's Increased Attention to Health and Safety Metrics**
- **Data is from a Reliable Source without Possibility of "Local" Manipulation (U.S.)**
- **OHS Metrics Becoming Standardized Across Ford's Worldwide Operations**
- **Changes in OHS Metrics Are Now Driving Detailed Analyses of Injury / Illness Trends at the Plant- and Division-Level**